



Cincinnati Police Department
STAFF NOTES

September 20, 2005

Colonel Thomas H. Streicher, Jr., Police Chief

I N S I D E

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1. PRE-RETIREMENT PLANNING SEMINAR

The Police Academy is hosting a pre-retirement seminar on Thursday, October 6, 2005, from 0800 to 1200 hours. Representatives will be at the Academy to discuss a variety of important issues. Topics will include the police retirement plan, insurance, wills, trusts, investments, and deferred compensation. All Department employees and their spouses are invited to attend.

Attendance is strictly voluntary. No compensation will be given for off-duty attendance. On-duty personnel who wish to attend must have supervisory approval.

To register, send a brief Form 17 to the Police Academy. **Registration must be received by Monday, September 26, 2005.** The seminar will be held at the Police Academy, 800 Evans Street. Uniform of the day or conservative business attire should be worn.

Because the last hour of the seminar concerns the police retirement system, non-sworn members will be released at 1100 hours. The City retirement system offers several informational sessions during the year for non-sworn personnel, including pre-retirement training on September 30, 2005, and December 5, 2005. Non-sworn members are encouraged to attend these sessions.

Questions may be directed Sabrina Burton-Simonson at the Police Academy, line 357-7552.

2. UNIVERSITY OF CINCINNATI POLICE DEPARTMENT – 800 MHZ RADIOS

The University of Cincinnati Police Department (UCPD) switched to the new 800 MHz radios on Monday, September 12, 2005. UCPD and Cincinnati Police Department radios will have radio communication as the UCPD radios contain many of the same radio talk groups. [Attached](#) to these Staff Notes is a list of UCPD car numbers.

3. ACCIDENT AND INCIDENT REPORTS

Offense and accident reports take approximately seven business days to be entered into a database or to reach Records Section. Police officers are reminded to inform citizens that reports should be available at Records Section in seven to ten business days. This will greatly reduce the number of disappointed citizens who respond to Records Section within a few days of their accident or incident expecting to obtain a copy of the report.

4. REVISION OF FORM 55, LETTER OF UNDERSTANDING

Form 55, Letter of Understanding, has been revised. The form establishes the new rates for outside employment details. This revision is effective immediately. To access the Form 55, open the Word application. Select "New" in the file menu, select "General Templates" on the right-hand side of the screen and click on Form 55.

5. REVISION OF [PROCEDURE 15.110](#), ALCOHOL AND DRUG TESTING OF DEPARTMENT PERSONNEL

Procedure 15.110, Alcohol and Drug Testing of Department Personnel, has been revised to reflect the new location of CONSENTRA Medical Center. The office is now located at 4623 Wesley Avenue Suite C, Cincinnati, Ohio 45212. Their hours of operation are 0800-1600.

This revision is effective immediately. Personnel should review the procedure in its entirety. The revised procedure is available on the Intranet and on the Department web page.

6. THANK YOU LETTERS

[Attached](#) to these Staff Notes are several letters of appreciation and praise written to the Police Chief for the professionalism displayed by our Department and specifically the following officers:

Lieutenant Colonel James Whalen
Lieutenant Kurt Byrd

Lieutenant Jack Kraft
Police Officer Pat Galligan

7. NCCJ WALK AS ONE/FREEDOM RUN

The National Conference for Community and Justice (NCCJ) will be holding its 7th annual Walk-A-Thon, the Walk as One/Freedom Run, on Saturday, October 15, 2005. The Walk as One is NCCJ's largest national fundraiser, and the Greater Cincinnati Walk is the most successful in the country. Annually, approximately 6,000 walkers participate in the Walk as One/Freedom Run and Greater Cincinnati's sixth annual Walk as One raised over \$280,000.

NCCJ is a human relations organization dedicated to fighting bias, bigotry and racism in America. NCCJ promotes understanding and respect among all races, religions and cultures through advocacy, conflict resolution and education. NCCJ works with the Cincinnati Police Department on many worthwhile projects including the Annual Police Youth "Live In", an annual five-day summer camp that provides inner-city youth and police officers the chance to live, work, and play together so that they can break down barriers and build relationships. Also, the NCCJ was instrumental in obtaining private funding for the department's newly created quarterly newsletter "The Blue Wave," and assisted with its creation and publication.

The Walk as One/Freedom Run will be a certified 10k (6.2 mile) walk/run course starting at The Freedom Center and winding through downtown Cincinnati and Northern Kentucky. It will ultimately end at The Freedom Center where everyone will "Celebrate as One" with a "Multicultural Food Sampling" as well as entertainment.

The Police Chief has committed the Department's participation in this event and is asking you to join this worthwhile effort. All personnel interested in the Walk as One/Freedom Run should contact a Team Captain for the appropriate registration forms. Thus far, the following personnel have committed their assistance as Team Captains:

Ms. Glenna Carter	Police Chief's Office	352-3538
Lt. Kurt D. Byrd	Police Chief's Office/PIO	352-3519
Lt. Larry Powell	Community Oriented Policing	352-2972
Mr. S. Gregory Baker	Police Relations Section	352-2977
Sgt. Bret Isaac	Police Academy	352-3562
PO Governor Williams	Police Academy	352-3562
PO Eric Franz	Community Oriented Policing	352-2989
PO Shawn George	Youth Services – SRO	352-3514

This event is a great opportunity to join thousands of people from all walks of life and show our commitment to this worthwhile event.

8. SICK WITH PAY – FAMILY TIME OFF (SWP-F) REQUESTS

In order to prevent confusion regarding the granting of SWP-F requests, the following guidelines will apply:

SWP-F

- **All** SWP-F incidents require a Form 25S (Request for Leave of Absence) for each incident. Each Form 25S must contain proper information as outlined in Procedure 19.105, Sick/Injured With Pay & Special Leaves or Procedure 19.107, Family Medical Leave Act (FMLA).
- District/Section Commanders may approve up to 40 hours of SWP-F per incident. The officer must complete the Form 25S with proper information as outlined in Procedure 19.105, Sick/Injured With Pay & Special Leaves or Procedure 19.107, Family Medical Leave Act (FMLA).
- For childbirth incidents, the current Labor Agreement provides that **up to 3** days shall be granted for the birth of a child; one day when the spouse is taken to the hospital, one day on the day the spouse gives birth, and one day on the day the child is brought home.
- SWP-F incidents beyond the 3 days allowed by the Labor Agreement for childbirth as described above, are separate incidents and therefore require a separate Form 25S (Request for Leave of Absence) with proper information as outlined in Procedure 19.105, Sick/Injured With Pay & Special Leaves or Procedure 19.107, Family Medical Leave Act (FMLA).

All SWP-F requests in excess of 40 hours

- All requests in excess of 40 hours will be reviewed by the Police Chief. Officers must submit a Form 17 through the chain of command with a statement from the treating physician on a Form WH380. If extenuating or exceptional circumstances are present, the Chief may approve additional SWP-F time off.
- If extenuating or exceptional circumstances are not present, additional time off can be granted under the FMLA provision. However, the time must be charged to vacation, holiday, compensatory, or FLSA time, not Sick with Pay – Family.

Please contact Personnel Section at 352-3534 for questions or additional information.

Department of Public Safety Car Numbers
Effective 3/27/05

Car 9 P/S Director/Chief G. Ferrara
 Car 9A Asst. P/S Director D. Bunton – Support Services
 Car 90 Asst. Chief R. Rohrbach – Police Operations
 Car 91 Capt. J. Corcoran – Emergency Services
 Car 92 Capt. M. Rose – Patrol Commander
 9010 Admin Lt. – Lt. Strater

Police Operations

Police Patrol

FIRST SHIFT

9100 Shift Lt.
 9110 Shift Lt.
 9111 PO West - Mobile
 9112 PO Center - Mobile
 9113 PO East - Mobile
 9114 PO Main St. - Walking
 9115 PO UHI ER - Stationary
 9116 PO UHI PES - Stationary
 9117 vacant
 9118 Clermont – PO
 9119 RWC - PO
 9120 vacant
 9141 Directed Patrol PO
 9142 Directed Patrol PO

SECOND SHIFT

9200 Shift Lt.
 9210 Shift Lt.
 9211 PO West - Mobile
 9212 PO Center - Mobile
 9213 PO East - Mobile
 9214 PO Main St. - Walking
 9215 PO UHI ER - Stationary
 9216 PO UHI PES – Stationary
 9217 vacant
 9218 Clermont – PO
 9219 RWC - PO
 9220 vacant
 9241 Directed Patrol PO
 9242 Directed Patrol PO

THIRD SHIFT

9300 Shift Lt.
 9310 Shift Lt.
 9311 PO West - Mobile
 9312 PO Center - Mobile
 9313 PO East - Mobile
 9314 PO Main St. - Walking
 9315 PO UHI ER - Stationary
 9316 PO UHI PES - Stationary
 9317 PO UHI ER Wait - Stationary
 9318 Clermont – PO
 9319 RWC - PO
 9320 vacant
 9341 Directed Patrol PO
 9342 Directed Patrol PO

Crime Prevention

9020 Crime Prevention Supervisor – Lt. Patterson
 9021 Crime Prevention – PO D. Henson
 9022 Crime Prevention – PO L. Long
 9023 Crime Prevention – PO D. Barge
 9024 Crime Prevention – Special Assignment

9025/9029 – Not assigned

Investigations/ Branch Campus

9030 Investigations/ Branch Campus Supervisor – Lt. Lewis
 9031 Investigation – PO Freudiger
 9032 Investigation – PO Reardon
 9033 Investigation – PO Vestring
 9034 Investigation – Special Assignment

Special Assignment (Misc. – Task Force etc.)

9035 Special Assignment
 9036 Special Assignment
 9037 Special Assignment
 9038 Special Assignment
 9039 Special Assignment

Support Services

9040 Records Supervisor - Lt. Senft
 9041 Background Invest. - PO Hale
 9042 Vacant
 9043 Special Assignment
 9044 Special Assignment

 9055 Comm. Center Supervisor – Hugh Young
 9056 Comm. Center – Dispatcher
 9057 Vacant
 9058 Special Assignment
 9059 Special Assignment

15.110 ALCOHOL AND DRUG TESTING OF DEPARTMENT PERSONNEL

Reference:

Administrative Regulation #52 (12/19/97)
Manual of Rules and Regulations – 2.26A/B, 6.01, 6.02, 6.03, 6.04, 11.01, 11.02, 11.03
Public Employees Assistance Program (PEAP)
Supervisor's Guide to Employee Alcohol/Drug Abuse

Definitions:

Abuse: the misuse of.

Alcohol: ethyl alcohol or ethanol.

Drugs: any substance taken into the body other than alcohol, which may impair one's mental faculties and/or physical performance.

Substance: alcohol or drug.

Purpose:

To set uniform guidelines for handling instances where Department personnel are suspected of substance abuse.

To protect the City's interests as well as the constitutional rights of individual employees while providing the citizens of the community a safe environment.

Specifically, the policy is designed to:

Develop a fair and equitable method for administering a random drug-testing program.

Protect the public, coworkers, and the involved employee from alcohol/drug related accidents.

Prevent losses in time, productivity, and unnecessary expenses that may result from employees performing their duties under the influence of alcohol/drugs.

Limit the potential for lawsuits against the City as a result of careless or negligent acts by alcohol/drug involved employees.

Discourage the use of illicit drugs.

Policy:

The Police Department encourages any member who believes he has a substance abuse problem to seek help through the Public Employees Assistance Program (PEAP) or the police psychologist.

Department employees with a substance abuse problem that voluntarily come forward prior to the notification for the random drug testing will not be subject to the disciplinary process. However, other administrative action may be necessary. For example, detailing the officer to a non-field assignment, suspension of police powers, etc. The officer will be returned to duty after successfully completing a drug rehabilitation program. The rehabilitation program may include follow-up drug testing.

Incidents involving possession, preparation for sale, or trafficking in illicit, controlled substances will be prosecuted according to state law. The Police Department will not invoke the administrative process (Rule 2.26) in criminal investigations. The investigating supervisor will give the employee the Miranda Warning and follow the rules of evidence.

Procedure:

A. On-Duty

1. In cases of suspected substance abuse, notify the shift officer in charge (OIC) of the district of occurrence.
2. If the member's unit of assignment is different from the district of occurrence, or the incident occurs outside the city limits, notify a supervisor from the member's unit. The suspected member's immediate supervisor will respond and participate in the investigation.
3. The investigating supervisor(s) will conduct a preliminary investigation. At least one supervisor of higher rank than the suspected employee will be involved in the investigation. They will determine if there is reasonable suspicion of substance abuse and to what extent the member is impaired.
 - a. Supervisors will examine bottles, flasks, or other containers they suspect may hold alcohol or drugs.
 - b. A second supervisor must confirm the reasonable suspicion of substance abuse.
4. If the investigating supervisor(s) determines there is reasonable suspicion of substance abuse:
 - a. Remove any firearm from the employee's possession.
 - b. Do not allow a member suspected of substance abuse to operate a motor vehicle.
 - c. Notify the member's unit commander.
 - 1) If on-duty, the unit commander will respond and participate in the investigation.

- 2) If off-duty, the unit commander may request the on-duty command officer to coordinate the investigation. The unit commander will respond when there is no on-duty command officer available to participate in the investigation.
 - d. Notify the on-duty command officer.
 - 1) The on-duty command officer will respond and, in the absence of the unit commander, participate in the investigation.
 - e. Contact a member of the Internal Investigations Section (IIS) using the Police Communications Section recall list.
 - 1) IIS will respond and conduct the investigation and will personally transport the member to the investigation site and test site.
 - 2) The investigating unit supervisor(s) will assist IIS in the testing and investigative process if requested.
5. Testing for substance abuse
- a. An IIS investigator will transport the member to the drug testing facility and will advise hospital personnel of the estimated time of arrival, and that a drug screen collector is needed to administer the drug test.
 - 1) CONSENTRA Medical Center, located at 4623 Wesley Avenue Suite C, Cincinnati, Ohio 45212, will administer drug tests Monday through Friday, 0800 hours to 1600 hours.
 - 2) The Jewish Hospital, Health Alliance, 4777 E. Galbraith Road, will administer drug tests from 1600 hours to 0800 hours and on weekends.
 - b. The hospital laboratory will obtain and analyze a urine specimen and send the results to the Employee Health Services (EHS) physician. All records pertaining to the test will remain confidential and restricted. Only authorized personnel will have access to the test results.
 - 1) If the test is positive, the member may select a city approved alternative laboratory and have the sample re-tested at his/her expense.
 - a) The officer will coordinate with IIS to schedule a retest of the sample.

- b) For chain of custody purposes, the city's medical provider will transfer the specimen directly to the alternative laboratory with appropriate entries made on an Evidence Submission Form.
- 6. If, upon conclusion of the testing and investigation process, the unit commander or on-duty command officer concludes a member is impaired due to substance abuse he will:
 - a. Direct the member to submit a Form 17 stating all pertinent information about the incident.
 - b. Relieve the member of duty (Rules 11.01, 11.02 and 11.03 of the Manual of Rules and Regulations).
- 7. Duties of the investigating supervisor
 - a. The investigating supervisor will provide transportation home or to a health care facility for a member relieved of duty. Do not permit the member to operate a motor vehicle.
 - b. Make a blotter note at the member's unit of assignment showing the time the member was relieved of duty.
 - c. Secure the member's badge, wreath, firearm, Taser and official identification in the unit's property room.
 - d. IIS, the investigating supervisor(s), and unit commander or on-duty command officer will prepare and submit required reports. State all pertinent information about the incident. Include the determination of reasonable suspicion and the physical/mental condition of the member at the time of the infraction. Distribute copies to:
 - 1) Police Chief
 - 2) Member's bureau commander
 - 3) Member's unit commander
 - 4) Investigating supervisor's unit
 - 5) IIS
- 8. Duties of the command officer
 - a. The on-duty command officer will notify the Police Chief before the member's next tour of duty. The command officer will recommend the return to duty or the suspension of the member. On weekends or holidays the command officer will notify the Administrative Duty Officer and make his recommendations.

- b. The Police Chief or Acting Police Chief will hold a hearing before the member's next tour of duty.
 - 1) IIS will notify the member to attend the hearing.
 - 2) The Police Chief will determine whether to suspend the member pending a disciplinary hearing or return the member to duty.

B. Off-Duty

- 1. Substance abuse by an off-duty Department member, acting in the capacity of or with the authority as a police officer, is subject to testing.
 - a. Investigating supervisor(s) determining reasonable suspicion of substance abuse which, in their opinion, caused, contributed to, or aggravated an action of misconduct will:
 - 1) Notify the appropriate command personnel and IIS following the same procedure as in Sections A.4.c., A.4.d., and A.4.e.
 - 2) If the command officer agrees, the employee will immediately be ordered to paid, on-duty status.
 - 3) Follow the on-duty procedure as in Section A.
- 2. If the incident is not related to the capacity of or authority as a police officer, handle the instance of substance abuse according to state law.
 - a. Notify the shift OIC of the district of occurrence.
 - 1) The shift OIC will notify the unit commander of the district of occurrence and the on-duty command officer.
 - b. Process off-duty Operating a Vehicle Under the Influence (OVI) offenses according to state law.
 - c. Handle incidents involving the possession, preparation for sale, or trafficking of illicit controlled substances according to state law.

C. Random Drug Testing for Sworn Personnel

- 1. The Police Department designed a random drug urinalysis-screening program to detect the use of dangerous, harmful, and detrimental substances, hallucinogens, and marijuana.
 - a. Sworn personnel should not use the prescription medication of a family member or coworker. It could result in a positive test.

2. CONSENTRA will conduct a nine panel urine drug screen for the drugs listed below. Testing for additional drugs may also be done.
 - a. Cannabinoids (Marijuana, Metabolite)
 - b. Benzoylecgonine (Cocaine, Metabolite)
 - c. Opiates (Codeine, Morphine, Hydrocodone, Hydromorphone, Oxycodone)
 - d. Amphetamines (Amphetamine, Methamphetamine)
 - e. Phencyclidine
 - f. Barbiturates (Phenobarbital, Secobarbital, Pentobarbital, Butalbital, Amobarbital)
 - g. Benzodiazepines (Oxazepam, Nordiazepam, Alpha OH-Alprazolam, Temazepam)
 - h. Propoxyphene
 - i. Methadone
 - j. Ecstasy
3. All sworn personnel are subject to random drug testing.
4. An independent computerized probability sampling process known as "Simple Random Selection with Replacement" will select sworn Department personnel for random drug testing. The program ensures each sworn employee has an equal probability of selection each time the Department initiates a random test.
5. The Police Chief will determine the frequency of testing.
6. Sworn members assigned to a high risk specialized assignment will be tested more frequently. This includes the command staff: Police Chief, assistant chiefs, and captains. It also includes sworn personnel assigned to IIS, Inspections Section, General Vice Enforcement Unit (GVEU), Regional Narcotics Unit (RENU), Street Corner Unit, Court Property Unit, Intelligence Unit, SWAT, DARE, district Violent Crime Squads, and the Disciplinary Advocate.
 - a. All sworn personnel will submit to urinalysis drug testing prior to being assigned (or detailed) and upon leaving any high risk specialized assignment.

- b. The supervisor of an officer entering or leaving a district Violent Crime Squad unit will notify Inspections Section of the drug test by fax, and include where he is transferred/detailed from and transferred/detailed to. This will include the officer's name, badge number, and the effective transfer/detail dates to and from the Violent Crime Squad.
- 7. Inspections Section will notify shift or unit supervisors when the computer selects any of their personnel for testing.
 - a. Officers utilizing sick time following the notification of drug testing will be tested on the date returning to work.
 - b. Officers attending training must respond for testing unless training is conducted outside of Hamilton County, Ohio or Boone County, Kentucky.
- 8. A Police Department supervisor will notify on-duty sworn personnel, randomly selected for drug screening, in writing by placing notification in the blotter.
 - a. The Inspections Section Commander will provide personnel selected for drug screening with a Form 96, Random Drug Testing Notification.
 - 1) Inspections Section will retain the original copy of the Form 96.
 - 2) The officer will retain a copy of the Form 96.
 - b. Off-duty sworn personnel will not be ordered to on-duty status for the purpose of random drug testing.
- 9. Officers will comply with the instructions received from the screening personnel at the collection site.
 - a. The officer must present his driver's license and police identification card to confirm his identity.
 - b. The bathroom facility of the testing area is private and secure.
 - 1) Testing personnel will search the facility before and after the sworn member provides the urine sample to ensure it is free of any foreign substances and document same.
 - 2) The testing person will place color dye in the toilet bowl water.
- 10. The officer being tested will remain at the collection site in full view of laboratory personnel, except while providing the sample, until an acceptable urine sample is produced by the employee (maximum of three hours).

- a. If the officer is unable to urinate (shy bladder) for the random drug test, the laboratory technician will allow the officer to consume up to 40 ounces of liquid. If the officer leaves without urinating before the three-hour limit, the officer will be deemed as having refused to take the test. The refusal will be seen as a positive drug test and appropriate action taken.
- b. Officers unable to urinate within the three-hour time limit will immediately be examined by a physician to determine if a health reason exists to prevent the individual from urinating. If the physician determines there is a health reason for not urinating, the test will be classified as indeterminate. The officer must have the problem medically corrected and submit to another drug test. If the physician determines no health reason exists to prevent the officer from urinating, the officer is deemed to have refused to take the test and appropriate action will be taken.
 - 1) If this occurs during normal work hours, the officer should immediately be taken to EHS to see a city physician. If this occurs during other than normal work hours, the officer should be immediately directed to see an emergency medical physician at The Jewish Hospital.

11. Method of Testing

- a. The urine sample will be split into two portions for testing purposes.
- b. The initial drug test will be an Enzyme Multiple Immunoassay Testing (EMIT) procedure performed on one of the specimen portions. This is a Substance Abuse Mental Health Services Administration (SAMHSA) certified method of testing.
 - 1) The second portion will be held for additional testing as outlined in Section C.12.
- c. If the initial drug screen test indicated a positive result, the laboratory will ensure a confirmation test is completed. The confirmation test will be a Gas Chromatography/Mass Spectrometry (GC/MS) procedure. This is also a SAMHSA certified method of testing.
- d. The Medical Review Officer (MRO) will contact the officer regarding the confirmed positive prescription drug test. The officer will have the opportunity to provide the MRO with a prescription drug container, along with the identity of the prescribing/dispensing physician or health care provider for confirmation. No other City employee or agent will be informed of the confirmed positive test until the verification is held.
 - 1) The MRO will contact the testing laboratory in an effort to verify the prescription drug presented by the officer matches the drug identified in the confirmed positive drug screen test.

- 2) If the prescription drug and the drug identified in the confirmed positive drug screen test match, the drug screen test will be considered a negative drug screen test result.
 - e. All records relating to the negative drug screen test will become part of the officer's medical record and remain confidential and restricted at EHS.
 - f. The testing laboratory will forward all test results only to the EHS physician in an envelope marked "Personal and Confidential".
 - g. The EHS physician will determine the duty status of the officer using the prescription drug.
 - h. EHS will immediately notify Inspections Section who will notify the Police Chief, the affected officer and the Fraternal Order of Police (FOP) President on all confirmed and verified positive drug screen results.
12. A sworn member whose drug screen test result is confirmed and verified positive may demand the second portion of the split urine specimen be tested by a SAMHSA certified laboratory of the officer's choosing.
- a. The officer must submit within ten working days following the date on which the officer received notification of the positive test result a written demand for a second test to the SAMHSA certified laboratory which processed the random drug screen sample and issued the positive test result.
 - b. The SAMHSA certified laboratory that issued the positive test result will, within 72 hours after receiving such written demand by the officer, send the second portion of the split urine sample to the SAMHSA certified laboratory chosen by the sworn employee for the second drug screen test.
 - c. Appropriate chain of custody procedures, mutually approved the City and the FOP, will be closely followed in all cases.
 - d. The officer will pay the re-testing expenses related to the second drug screen test. If the drug screen test from the laboratory chosen by the employee is negative, the city will fully reimburse the officer for the cost of the second drug screen test.
13. Civilian Employees
- a. Civilian employees are not covered by this random drug testing policy.
 - b. Civilian employees are subject to the Substance Abuse Policy approved by the City Manager.

Hello Chief Streicher,

I've been meaning to sit down and write this for the past 4 years now, but every time I even start to put the pen to the paper, I get diverted. I have even started the process up filling out your department's citizen feedback forms, with the same result. Now that I have a moment at the computer, it is time to seize the opportunity to deliver this message. And get this....it is not a negative one.

To the contrary, it is quite positive. I just wanted to let you know what a fine public information officer you have in Kurt Byrd. I have been worked as a TV journalist for 16 years from Cincinnati to Youngstown to Daytona Beach to Orlando and back. You can imagine how many different agencies I have covered in that time and distance. Simply put—Kurt is one of the best. He's prompt, helpful, intelligent and always courteous. Never once have I seen him lose his cool, or even be rude. This is especially admirable given the intense and deadline driven environments in which we deal with him. He understands our pressures and tries to accommodate us as best he can while staying true to his primary duty which is the Cincinnati Police Department.

Does he give me every shred of information that I want? No. Does he give the "company line" when I know there are counter currents taking place below the surface of the story? Of Course. Yet, the thing that I feel separates Kurt from the rest is the fact that his decisions to speak or not speak are well thought out and reasoned. Plus, in my dealings with him, he usually goes the extra step of articulating those reasons off camera. I'd like to think that is due in part to the belief that I have earned his trust. Either way, given the tensions that have hovered over the city combined with the local stations' ever increasing appetite for "breaking news", I think Kurt has handled his job about as well as any person possibly could.

There is no ulterior motive here. I'm not looking for a scoop, or even a ride on his boat. Add it to his file. Do what ever you want with this. I just wanted to share with you what I have thought now for the past four years.

Dennison Keller
Local 12.
dkeller@wkrc.com

Mark Pruden, M.S.Ed., L.P.C.C.
Pastoral Counselor
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Cincinnati, OH 45220
(513) 861-6543
e-mail: pruden@fuse.net

August 30, 2005

Captain James Whalen
District One Police
310 Ezzard Charles Drive
Cincinnati, OH 45214

Dear Captain Whalen,

This is in warm appreciation of Detective Pat Galligan, and his supervisor, Lt. Jack Kraft.

Last year, under Lt. Kraft's supervision, Detective Galligan investigated a somewhat complicated case, in which a female patient was stalking and harassing a physician — Dr. David Rahner — at Crossroad Health Center, 5 E. Liberty Street, where I also coordinate the counseling program. Detective Galligan's competent and (as is one of his greatest strengths!) relentless investigation of the perpetrator, Tanya McNichols, resulted in that woman's conviction.

The outcome has been most favorable. Ms. McNichols was sentenced, and has subsequently ceased her overtures to Dr. Rahner, freeing him to function even more effectively in his professional role. Dr. Rahner is the kind of person we would all like to have continue serving in Cincinnati's central city, and you, Lt. Kraft, and Detective Galligan have all helped ensure just that.

Thank you, kindly.

Sincerely,



Mark Pruden

cc: Lt. Jack Kraft
Detective Pat Galligan

Thank you for giving me the privilege of serving you

August 31, 2005

Cincinnati Police Academy
Spinney Field Complex
800 Evans St.
Cincinnati, Oh 45204

Dear Captain Rahtz,

The eight evenings I spent attending the Citizens Police Academy were very rewarding.

Returning home from the first session I was wondered if the officers and staff could maintain the quality of the material and the interest over the remaining seven sessions ?

Well the subsequent presenters and the topics were equally as interesting, educational and informative.

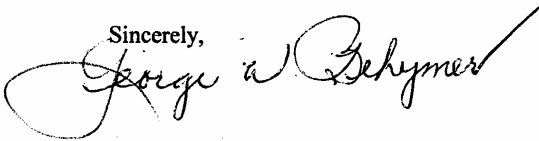
Over the years when I was employed I attended a number of training and educational forums. They covered topics from management skills to changing technologies. There were a variety of presenters. Some were College professors, professional trade representatives, attorneys, and regulatory supervisors.

Your format, topics, and presenters were, without exception one of the best.

My only disappointment was that so few of the attendees actually resided in the City.

I did hope that one session you would have had an officer from the canine corp. I wondered if there is any possibility that a civilian could observe a training session of that unit ?

Sincerely,

A handwritten signature in cursive script, reading "George A. Behymer". The signature is written in dark ink and is positioned to the right of the word "Sincerely,".



1906 Highland Avenue
Cincinnati, Ohio, 45219-3161
513.763.5500
513.651.0704 fax

September 7, 2005

Chief Tom Streicher
310 Ezzard Charles Dr.
Cincinnati, Ohio 45202

Dear Chief Streicher,

Before I become too wrapped up in the hurricane, I want to share something with you from "the week of Styrene".

I was so impressed with the Cincinnati Police Department. Every Officer I met was efficient, professional and calm. I believe that is the way of doing business from the top down.

During the week Lt. Kurt Byrd somehow made himself available to everyone from Six A.M. to Live at 11:00 P.M. I'm not sure how he did this, but I was impressed. He moved from Live to Live giving the people the latest information and telling them what to do, when and how. He was a face and a calming voice people needed to hear during a potentially dangerous and confusing time. When he didn't have an answer, he said so, promised to find out, and always did. I know he is easy going on a daily basis, but this was a true test. I think he gets an "A".

Sincerely,

A handwritten signature in black ink, appearing to read "Deb Dixon". The signature is fluid and cursive, with the first name "Deb" and last name "Dixon" clearly distinguishable.

Deborah Dixon
Reporter
Local 12

Cc: Cincinnati City Manager's Office – Mr. Dave Rager
Cincinnati Mayor's Office - Mr. Charlie Luken



September 2, 2005

Captain Raabe
C/O District 3
Warsaw Ave
Cincinnati Ohio 45205

Dear Captain Raabe,

I want to **thank your staff for the hard work and diligence** on taking care of the issues on Manss Ave. I am unsure of staff names or ranks. I would prefer to list them all by name, as I believe they deserve to be acknowledged. **I observed your staff being very professional and efficient.** I also observed your staff talking with residents and it appeared that the residents were pleased with the interaction that was had with your staff.

There are a few of us on Manss Ave. that want you and your staff to know that **we are supportive of District 3** and will do our best to show our support.

We are all very fearful and frustrated by the shootings and drug dealing in and on our street. We would like to know what we could do to make our neighborhood a safer and nicer place to live. How can we help? We are very well aware that your staff has more to do on our street, do to all of the continuous drug dealing.

Please pass on to your staff that we do understand their frustration at catching the bad guys and they (the bad guys) get out before your staff has the ink dry on the paper. We do understand your staff is putting their life on the line everyday that they come to work so we can feel safe in our neighborhood.

Again please acknowledge all of your staff that participated in the capture of the people that were and have been shooting and dealing drugs on Manss Ave
We do appreciate District 3 living up to the mission statement "work in partnership with citizens of the community to provide a safe environment where the quality of life may be improved"

Thanks again,
Teresa Hortenberry
Debbie Claypool